

A large naval ship, possibly a minesweeper or auxiliary vessel, is shown sailing on the ocean. The ship has a complex superstructure with various antennas, radar domes, and masts. In the background, several other similar ships are visible on the horizon. The sky is overcast with grey clouds.

NEW SAILOR TRANSITION PROGRAM

NEW SAILOR TRANSITION PROGRAM

- ***Designed to achieve CNO goal of 25 % cut in first term attrition***
- ***Provides new Sailors with skills to enable success. 'Full Up Rounds' at completion***
- ***Focused on getting Sailors through most challenging time of their career***
- ***Success in transition period virtually assures successful first term enlistment***

Why the new Sailor Transition program

?

- Attempt to reconcile overwhelmingly positive Boot Camp experience and mostly negative initial Fleet experience***
- Recognition that many new Sailors not equipped by civilian experience to excel in radically different Navy culture***
- Proactive approach for skills acquisition***
- Education : The Great Liberator !***



What is different ?

- ***Starts prior to arrival with significant pre- reporting contact and evaluation***
- ***Is immediate, continuous, and long term after reporting aboard***
- ***Combines ownship and off-ship resources for counseling and training***
- ***Modeled after University experiences***
- ***Separate Sponsor and Mentor programs for each new Sailor***



What is different?

- ***Gendet Seaman do not go to Deck Division first***
- ***Initial Assignment to Top Divisions***
- ***No FSA duty first two months onboard***
- ***Strong emphasis on personal goal setting***
- ***Family members are included in the program***
- ***“Plan for Failure” contingency options preclude “First Seventy-two Hour” syndrome***

NEW SAILOR TRANSITION PROGRAM

The New Sailor Transition Program was developed in an effort to provide a smoother transition for all Sailors coming aboard USS LAKE ERIE. There are several general steps and phases.



NEW SAILOR TRANSITION PROGRAM

<div> <div>10 Days</div> <div>1 Week</div> <div>4 Months</div> </div>				
Early Contact	1 st 72 Hours	Phase 1	Phase 2	Phase 3
<ul style="list-style-type: none"> - Web questionnaire - Sponsor assignment and approval - E5 and above assigned as sponsor 	<ul style="list-style-type: none"> - Airport Pick-up - Base tour - Spouse tour - Ship tour - Pay - PQS binder - Ready meal - Phone home - Ready rack 	<ul style="list-style-type: none"> - IAW Check-in binder - Blue/Gold - 1st Command brief - Chaplain 	<ul style="list-style-type: none"> - IAW Check-in binder - How to study 	<ul style="list-style-type: none"> - Self support - Camaraderie - Command Master Chief
	-Profile sheet from service record	-Myers-Briggs administered	<div> <div>←</div> <div>Bearings</div> <div>→</div> </div>	
		-Mentorship – Mentor assigned	<div> <div>←</div> <div>Prevent</div> <div>→</div> </div>	
		-Mentor link	<div> <div>←</div> <div>CREDO</div> <div>→</div> </div>	
GENDET	Assign to top division	Career Development Board	<div> <div>←</div> <div>Life Skills</div> <div>→</div> </div>	
			<div> <div>←</div> <div>Advancement</div> <div>→</div> </div>	
DC website heads up	EEBD and Egress		<div> <div>←</div> <div>General DC (Hat Award)</div> <div>→</div> </div>	
			<div> <div>←</div> <div>Ship familiarization</div> <div>→</div> </div>	
			<div> <div>←</div> <div>Advanced DC</div> <div>→</div> </div>	
			<div> <div>←</div> <div>Fixed DC</div> <div>→</div> </div>	

Early Contact

Early contact is initiated when orders are received identifying a prospective gain.

1. Sponsor assignment and approval

- Responsible E5 and above from the gaining division***
- Initial contact is made via email and/or welcome aboard letter***
- Welcome aboard letter contains LAKE ERIE web page address, sponsor's info (name, email address and contact phone number) and ship's phone numbers***

The lone Sailor keeps the watch...

Early Contact

2. A welcome aboard package (supplied by FSC)

is sent to prospective shipmate

3. Web questionnaire

- Available on the LAKE ERIE web page

<http://www.lake-erie.navy.mil>

- Prospective shipmates complete to facilitate future assignment of mentor (to be discussed later in presentation)

1st 72 Hours

1. Airport Pick-up

- The assigned sponsor picks up new shipmate (and family) at the airport and ensures a safe arrival to the command**
- Married Sailors are brought on board to commence paperwork for their Temporary Lodging Allowance (TLA)**



1st 72 Hours

2. Base tour

- The new shipmate (and family) is given a tour of the base and surrounding areas of interest. Areas of interest to include but not limited to:

Exchange Commissary

Sharkey Movie Theatre

All Eateries

USS Arizona Memorial

Chapel

Housing Office

Uniform shop

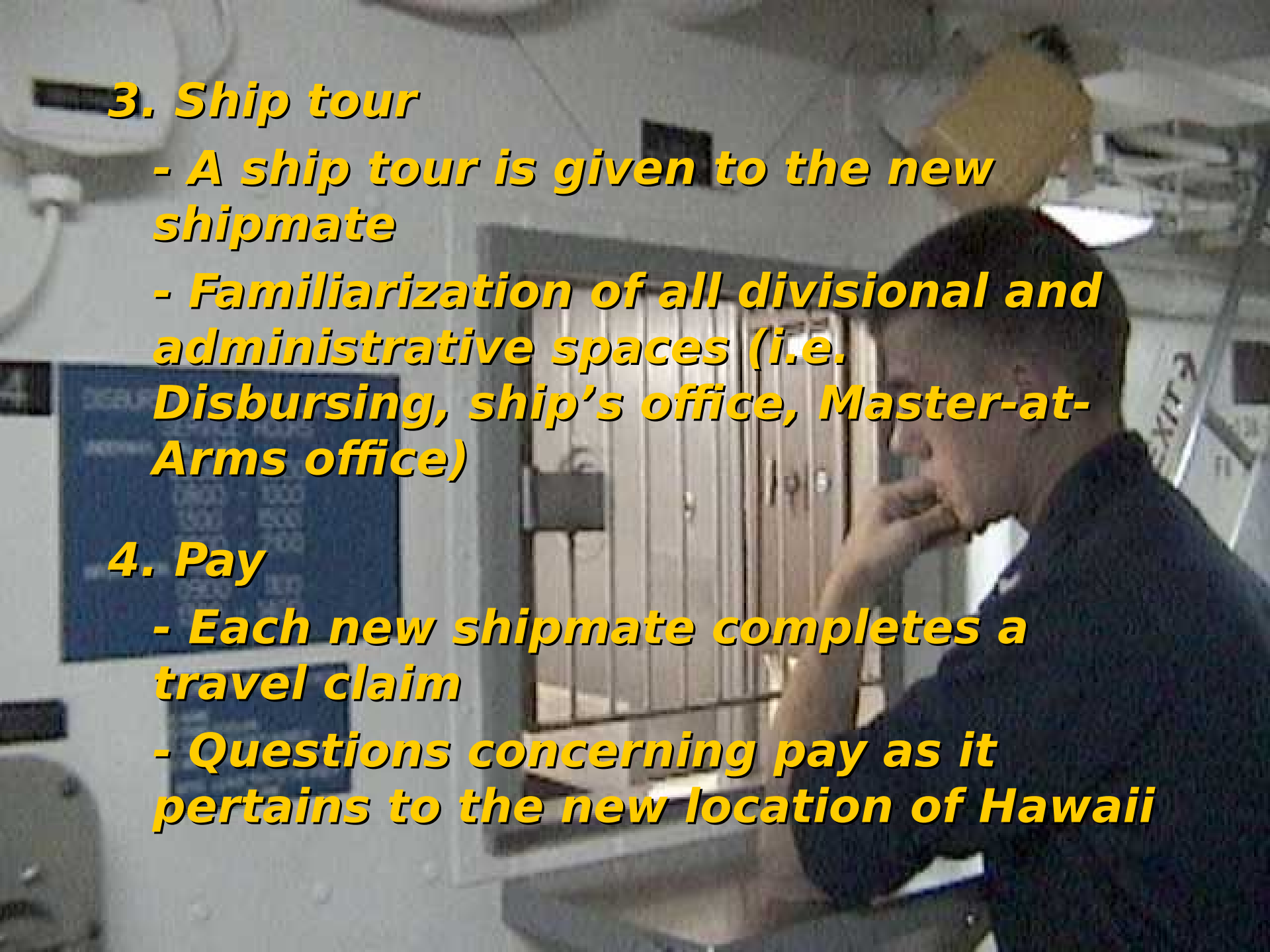
Makalapa Medical and Dental clinic

3. Ship tour

- A ship tour is given to the new shipmate***
- Familiarization of all divisional and administrative spaces (i.e. Disbursing, ship's office, Master-at-Arms office)***

4. Pay

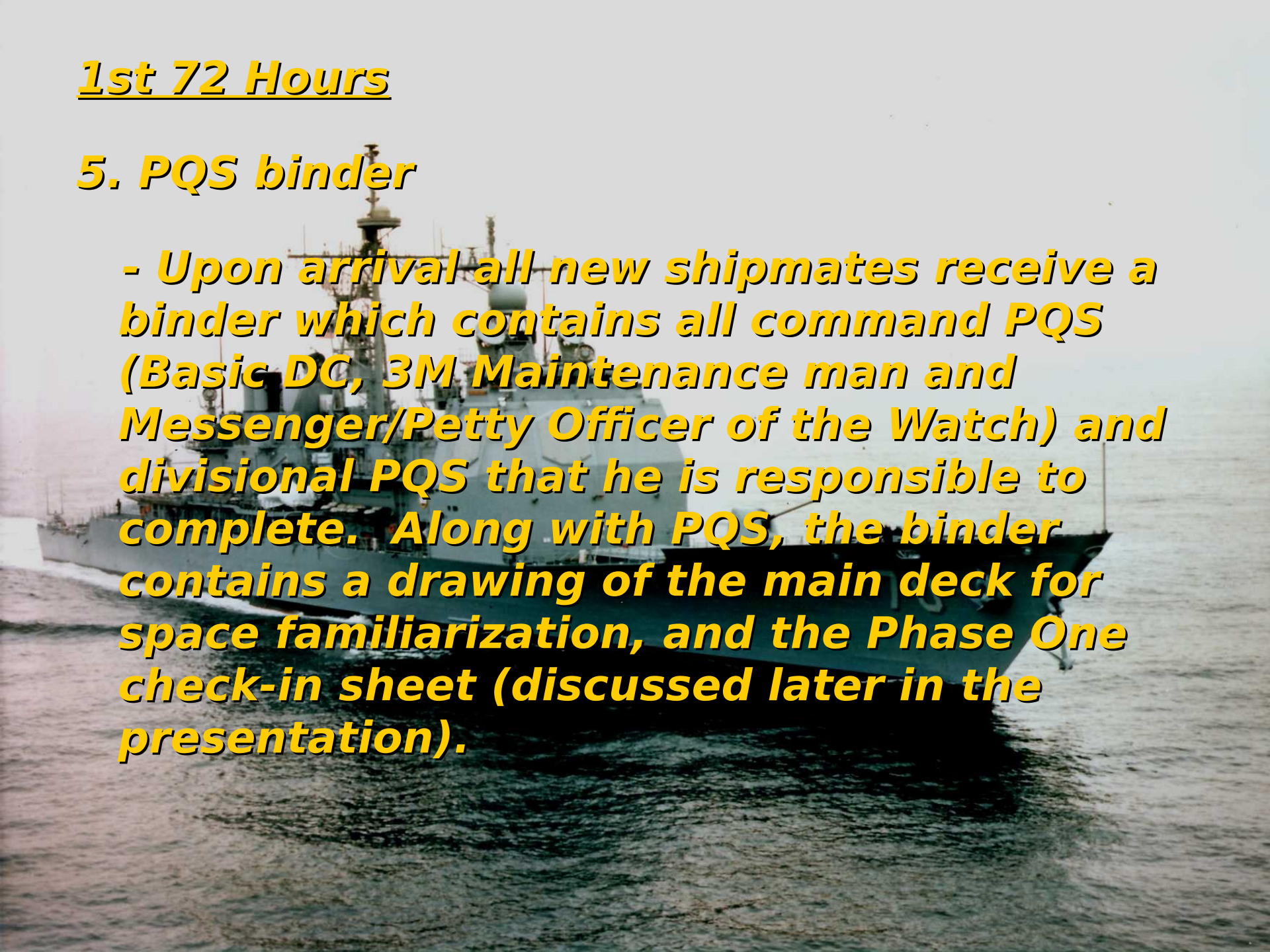
- Each new shipmate completes a travel claim***
- Questions concerning pay as it pertains to the new location of Hawaii***



1st 72 Hours

5. PQS binder

- Upon arrival all new shipmates receive a binder which contains all command PQS (Basic DC, 3M Maintenance man and Messenger/Petty Officer of the Watch) and divisional PQS that he is responsible to complete. Along with PQS, the binder contains a drawing of the main deck for space familiarization, and the Phase One check-in sheet (discussed later in the presentation).

A large naval ship, likely a destroyer or cruiser, is shown from a side-on perspective, moving through the water. The ship is dark grey or black, with various masts, antennas, and radar equipment visible on its upper decks. The water is a dark, choppy blue-grey. The sky is a pale, overcast grey. The ship is angled slightly towards the right of the frame.

1st 72 Hours

6. Ready meal

- Available for all new shipmates that arrive after normal meal hours

7. Phone home

- Each new shipmate is given the opportunity to call their family to notify them of their safe arrival



1st 72 Hours

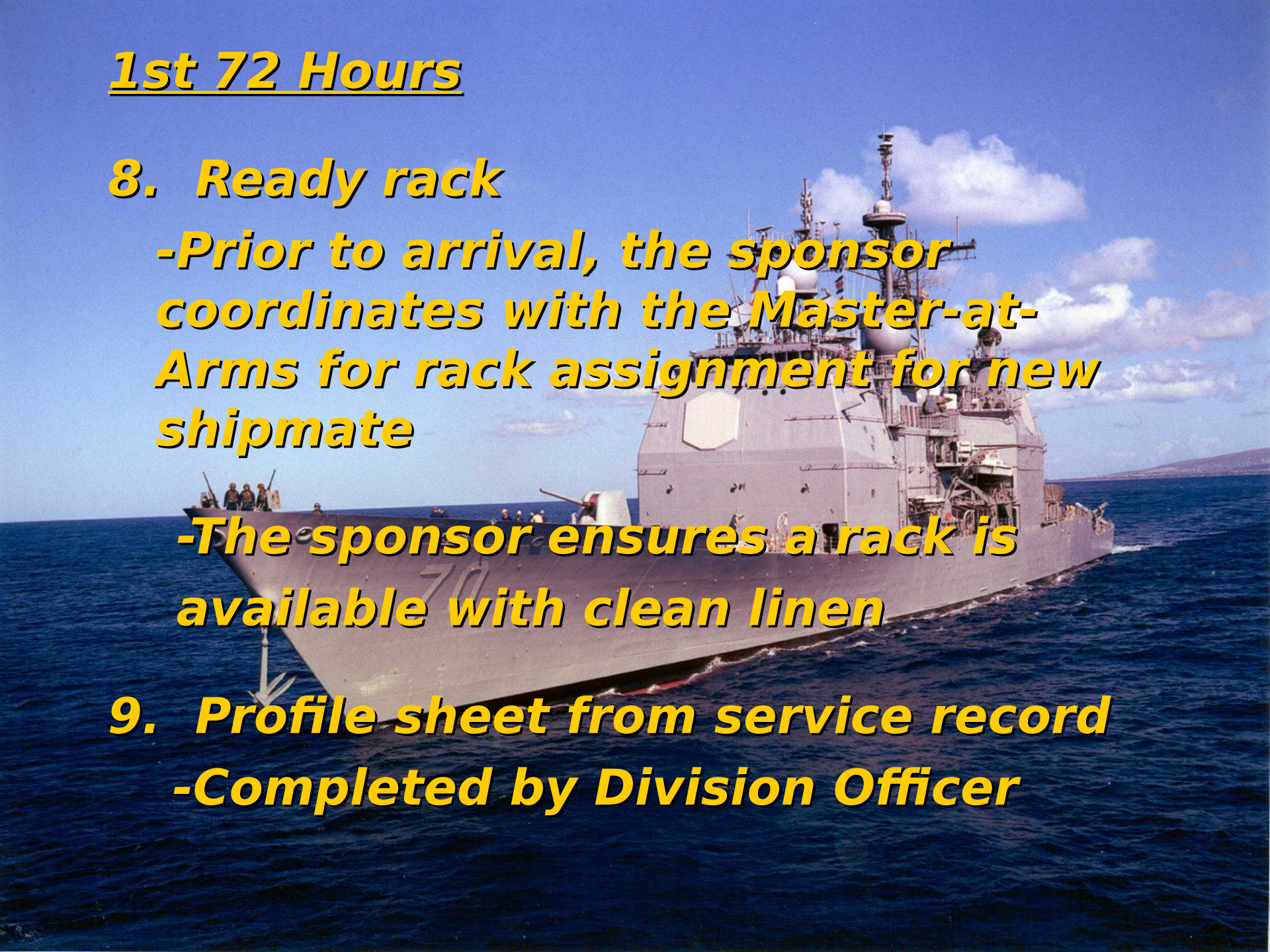
8. Ready rack

-Prior to arrival, the sponsor coordinates with the Master-at-Arms for rack assignment for new shipmate

-The sponsor ensures a rack is available with clean linen

9. Profile sheet from service record

-Completed by Division Officer



1st 72 Hours

10. Assignment to top division

- All GENDETS are assigned to a "Top Division"**
- Experience other ratings on board prior to selecting a rate for which to strike**

11. EEBD and Egress

- Training on the Emergency Escape Breathing Device (EEBD) and Egress from their assigned berthing is given by the duty Fire Marshal**

Phase One

Phase One is the Check-In Phase

1. Check-in Binder (PQS Binder)

-Comprehensive check-in sheets outlining topics that are discussed. Check-in sheets are to be reviewed by the new shipmates Chain-of-Command for completion and ensure all topics are discussed thoroughly and in depth

-Throughout the check-in process, goal setting and PQS standards are emphasized by the CMC, Division Officer, LCPO and LPO

Phase One

2. Blue/Gold

- Lake Erie's innovative Blue/Gold concept is introduced and explained to every new shipmate

3. 1st Command brief

-1st command brief on Command Policies and Mission statement addressed by:

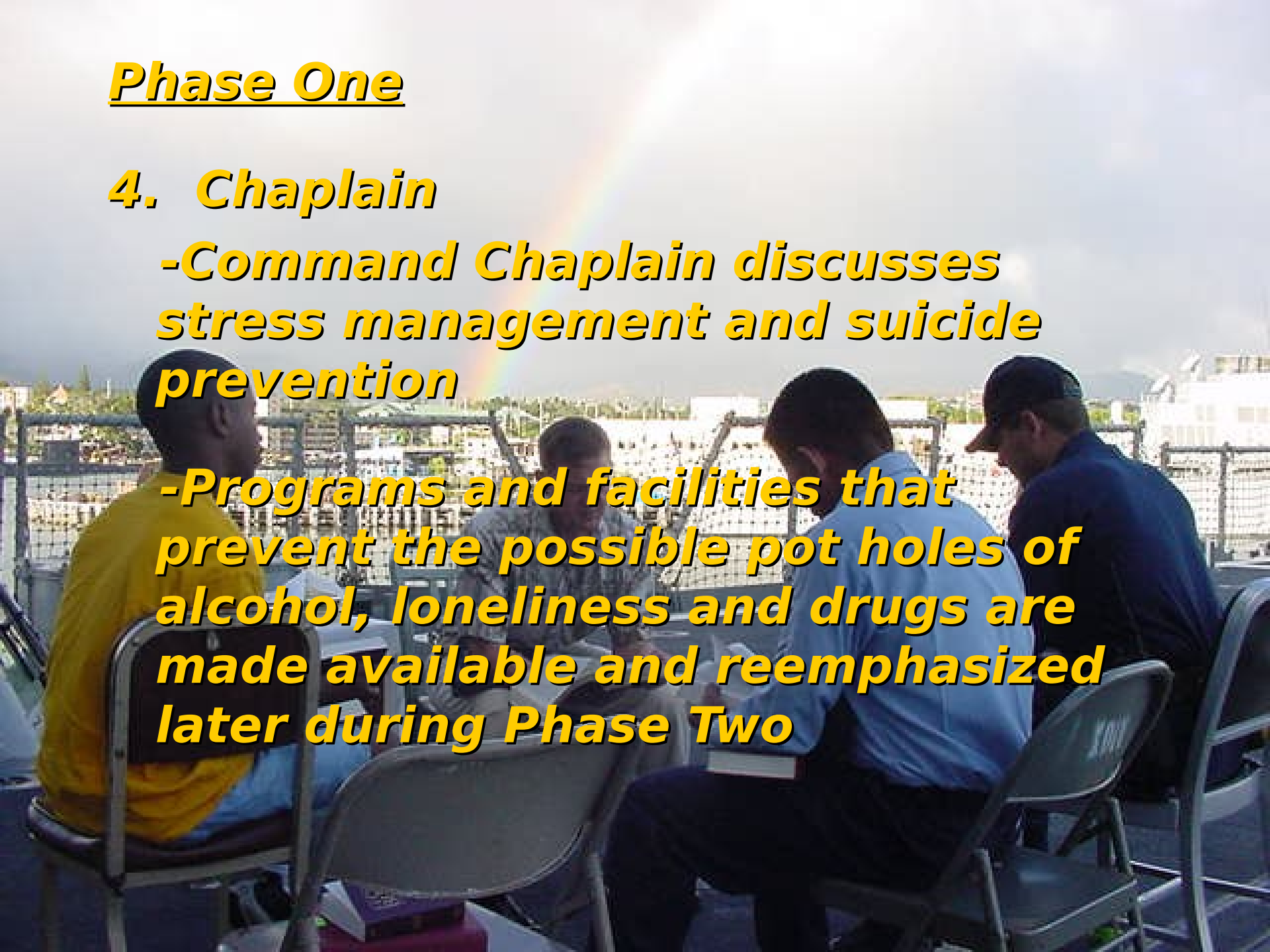
**Commanding Officer
Executive Officer**

Phase One

4. Chaplain

-Command Chaplain discusses stress management and suicide prevention

-Programs and facilities that prevent the possible pot holes of alcohol, loneliness and drugs are made available and reemphasized later during Phase Two



Phase One

4. Chaplain (Cont.)

- Administers the Myers-Briggs inventory**

- This inventory assist in assigning mentors for new shipmate**

- The Mentorship Program has been instituted to assist our Sailors through the new challenges and difficult periods. It is used to promote an atmosphere to promote personal and professional growth.**



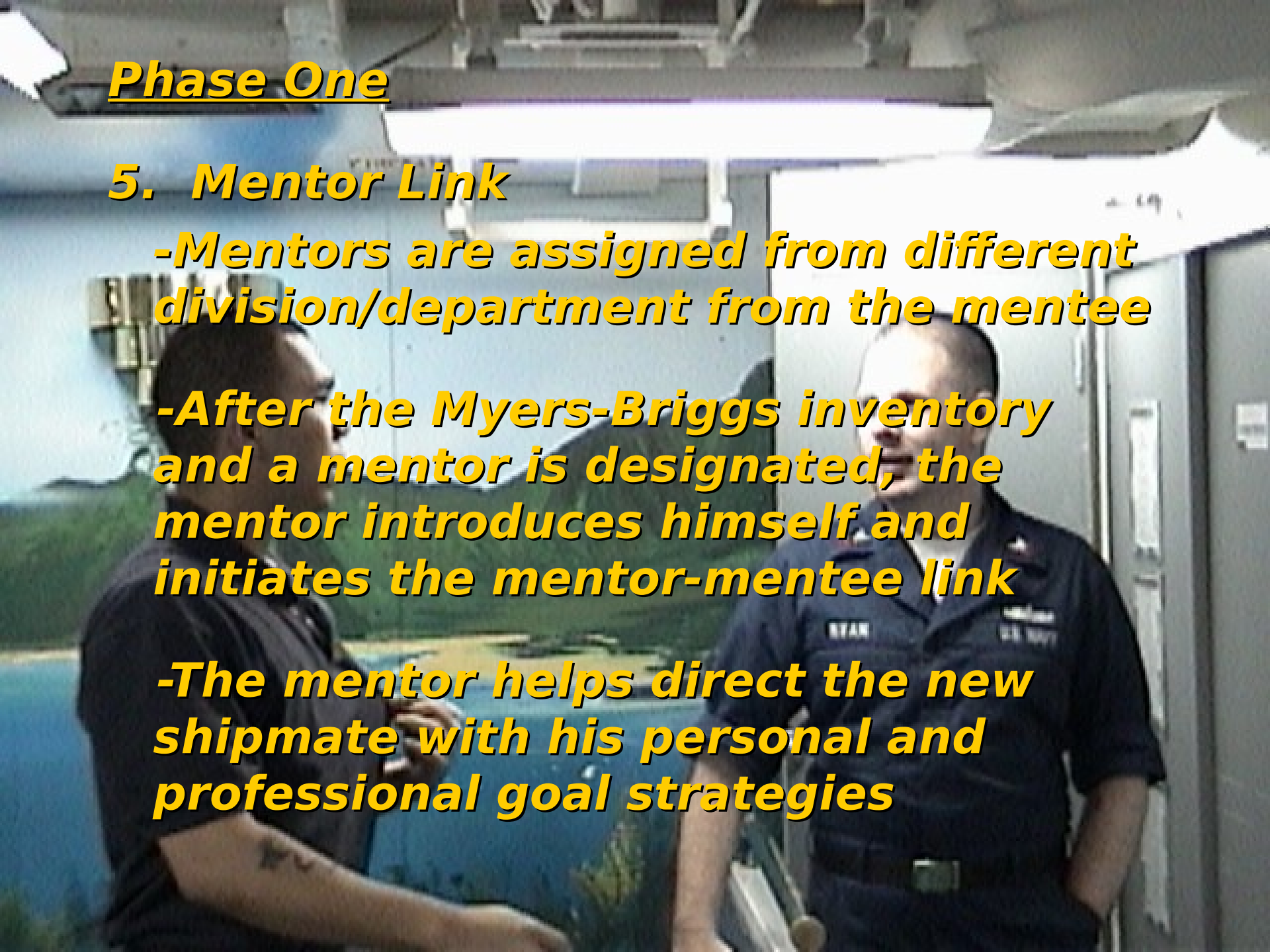
Phase One

5. Mentor Link

-Mentors are assigned from different division/department from the mentee

-After the Myers-Briggs inventory and a mentor is designated, the mentor introduces himself and initiates the mentor-mentee link

-The mentor helps direct the new shipmate with his personal and professional goal strategies



Phase One

6. Career Development Board -The Command Master Chief conducts a one-on-one Career Development Board (CDB)

-This gives the CMC the opportunity to assist in any career choices or concerns that an individual may have. Goal setting and PQS standards are reemphasized at this time



Phase One

7. Command Fitness Leader

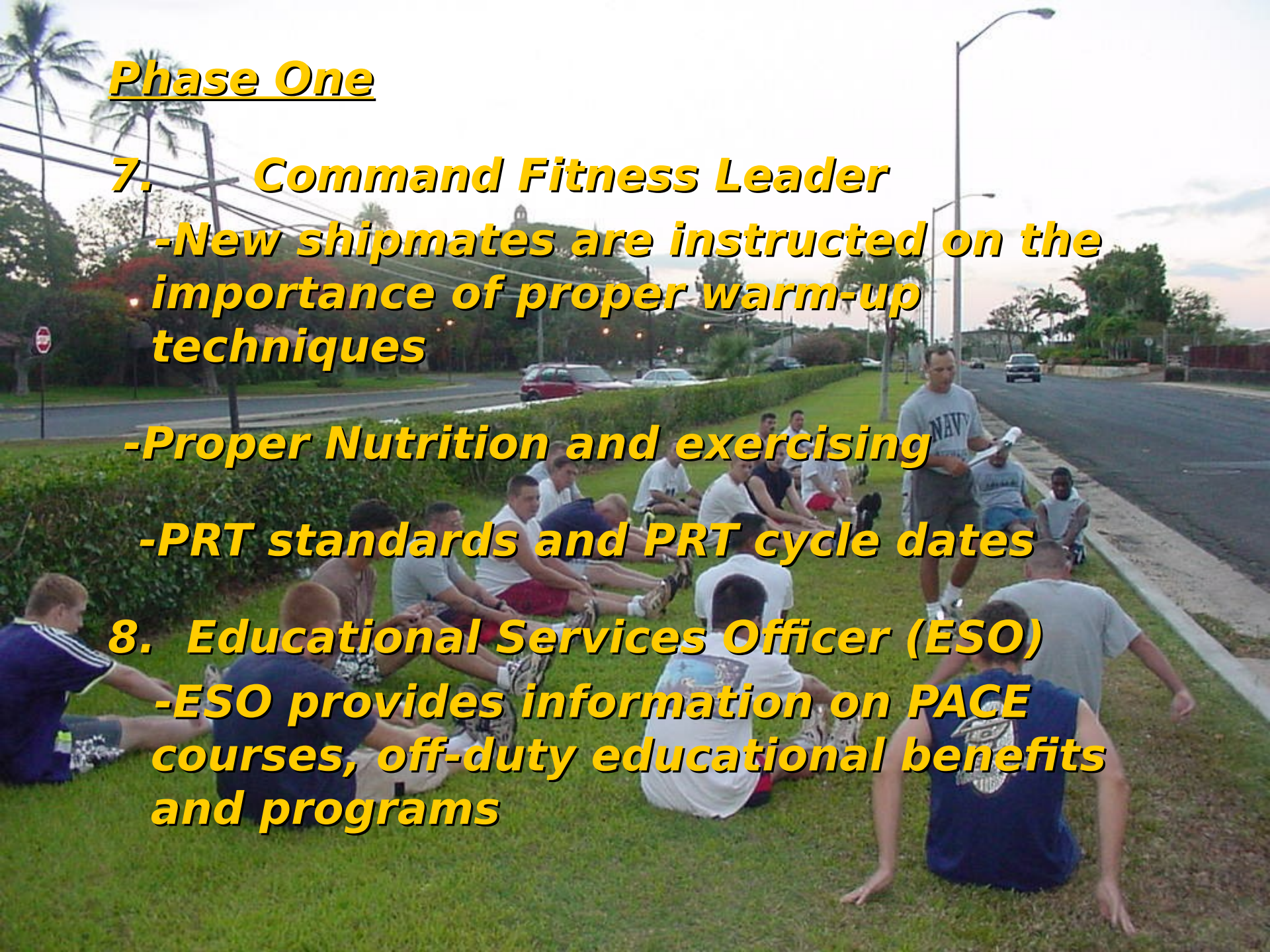
-New shipmates are instructed on the importance of proper warm-up techniques

-Proper Nutrition and exercising

-PRT standards and PRT cycle dates

8. Educational Services Officer (ESO)

-ESO provides information on PACE courses, off-duty educational benefits and programs

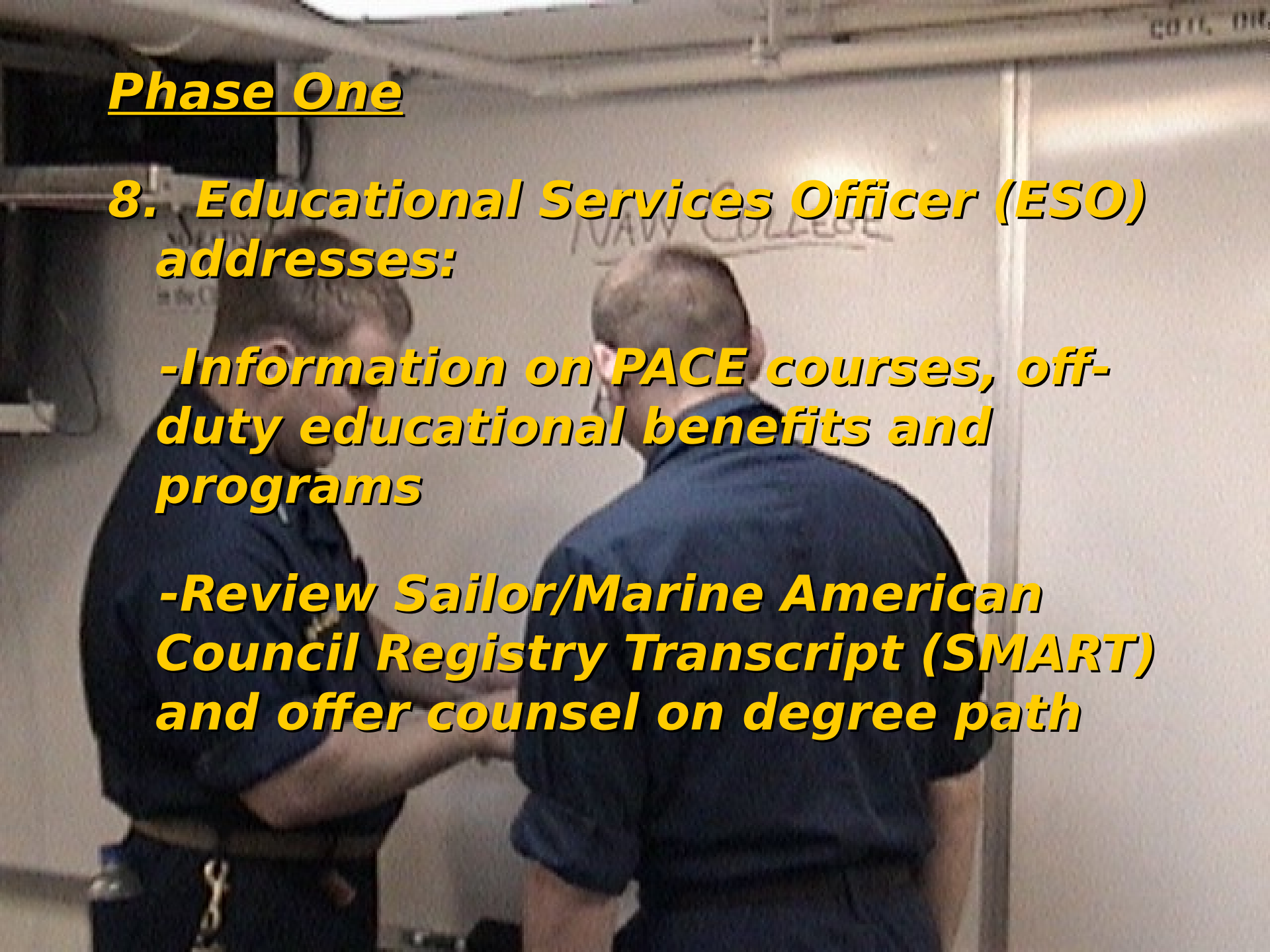


Phase One

8. Educational Services Officer (ESO) addresses:

-Information on PACE courses, off-duty educational benefits and programs

-Review Sailor/Marine American Council Registry Transcript (SMART) and offer counsel on degree path



Phase One

9. Enlisted Surface Warfare Coordinator

-History of the Enlisted Surface Warfare Specialist will be discussed

-Qualification and requalification requirements

10. Commence an eight week Basic Damage Control (DC) training program

Phase One may last up to 10 days

Phase Two

Phase Two is the traditional Command Indoctrination which lasts one week

1. Indoctrination topics discussed are:

Physical Security

Anti-Terrorism/Force Protection

Space Familiarization

**Navy Rights &
Responsibilities**

Tour of the Ship

Phase Two

2. Spouse Training

-A day has been dedicated for the new Sailor to introduce their spouse to LAKE ERIE

-Meet the Commanding Officer, Executive Officer and Command Master Chief

-Lake Erie Ombudsman and Family Support Group formally introduce themselves and present a brief on services provided

-Command Chaplain introduces himself and all spiritual programs/facilities available



Phase Two

2. Spouse Training

-The Leave and Earnings statement is addressed by the senior disbursing clerk

-Financial counseling by the Command Financial Counselor is provided. Topics discussed are budgets, car buying tips, loans, credit card management and checking accounts/checkbook balancing



Phase Two

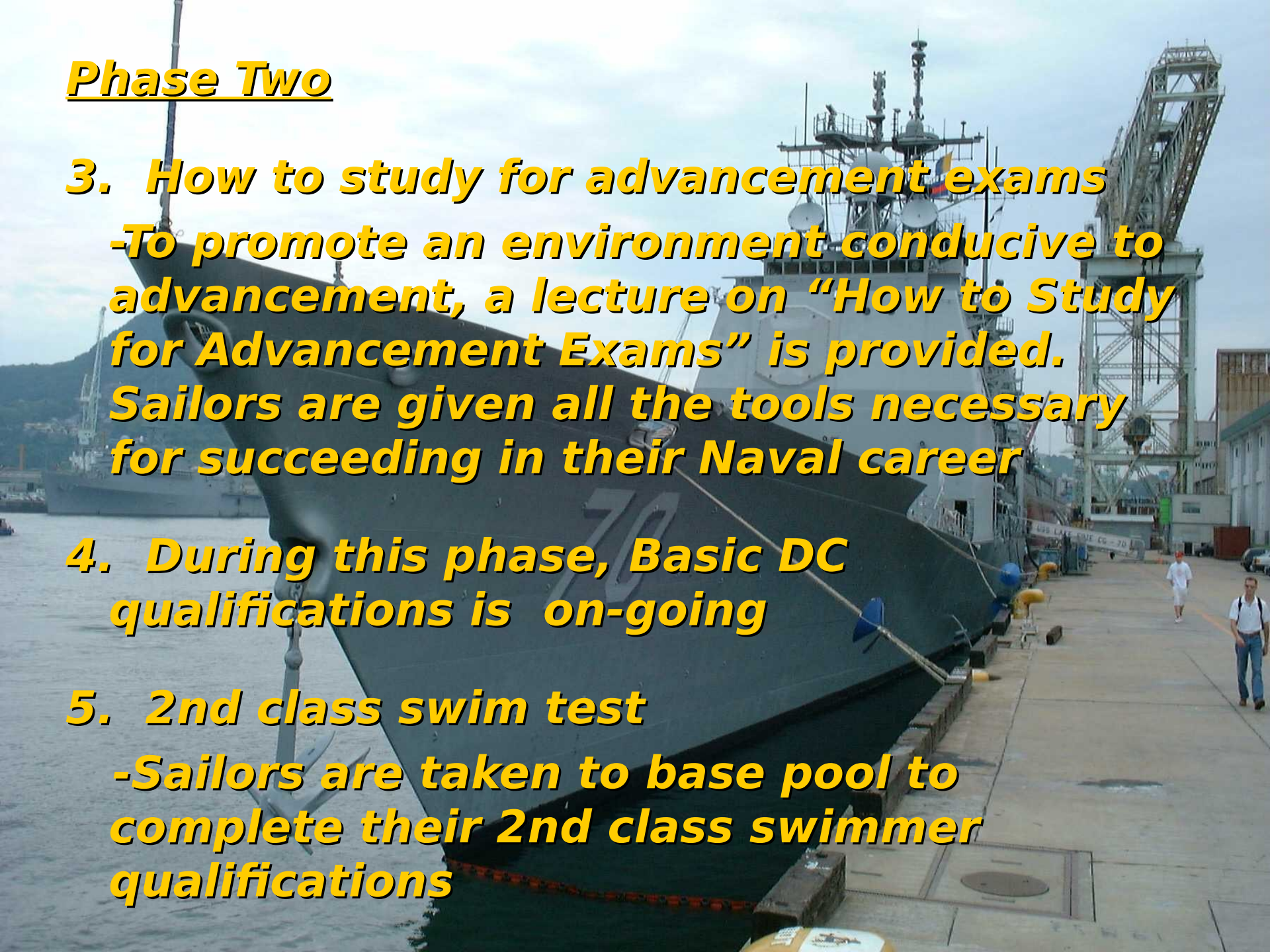
3. How to study for advancement exams

-To promote an environment conducive to advancement, a lecture on “How to Study for Advancement Exams” is provided. Sailors are given all the tools necessary for succeeding in their Naval career

4. During this phase, Basic DC qualifications is on-going

5. 2nd class swim test

-Sailors are taken to base pool to complete their 2nd class swimmer qualifications



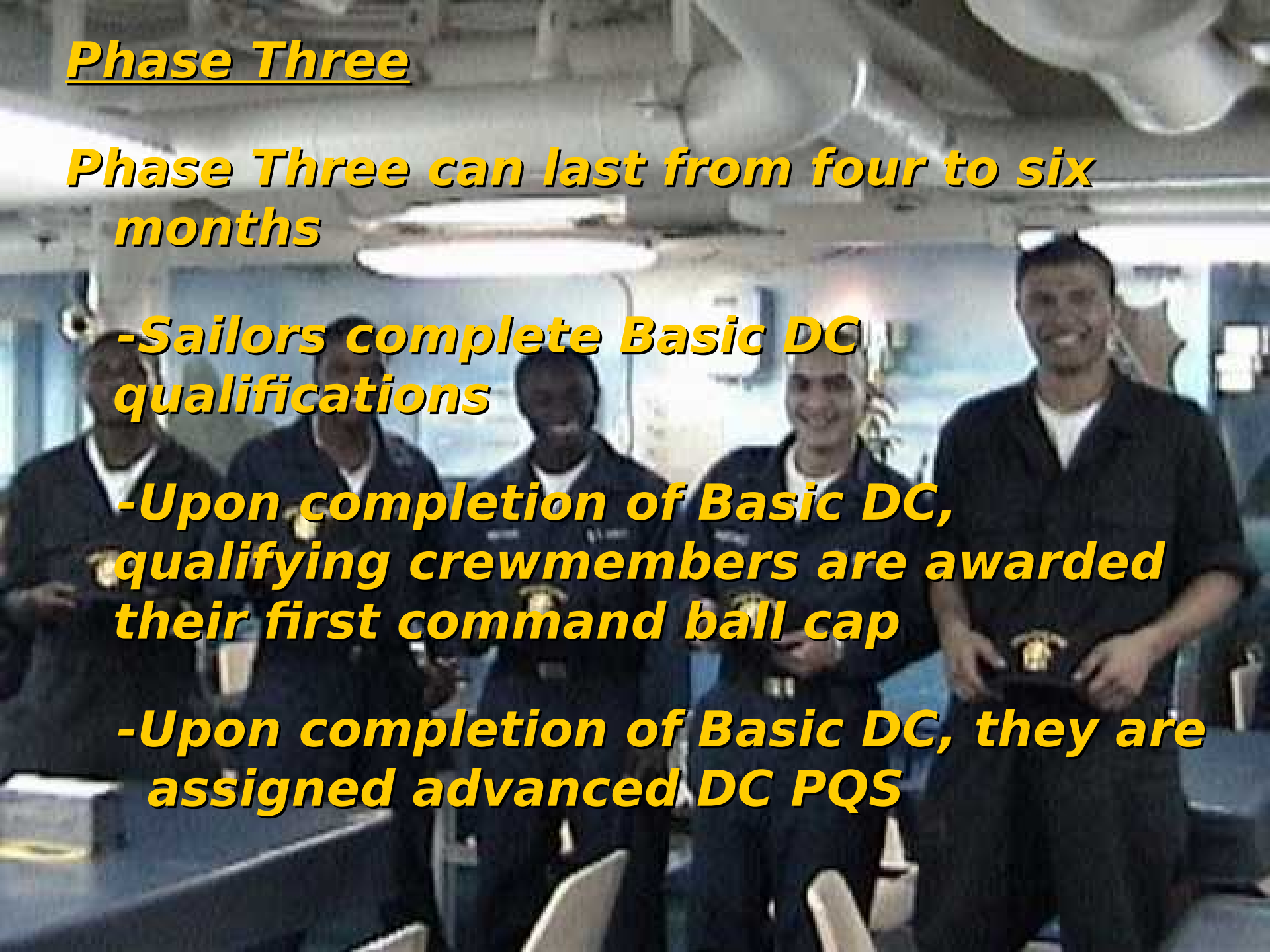
Phase Three

Phase Three can last from four to six months

-Sailors complete Basic DC qualifications

-Upon completion of Basic DC, qualifying crewmembers are awarded their first command ball cap

-Upon completion of Basic DC, they are assigned advanced DC PQS



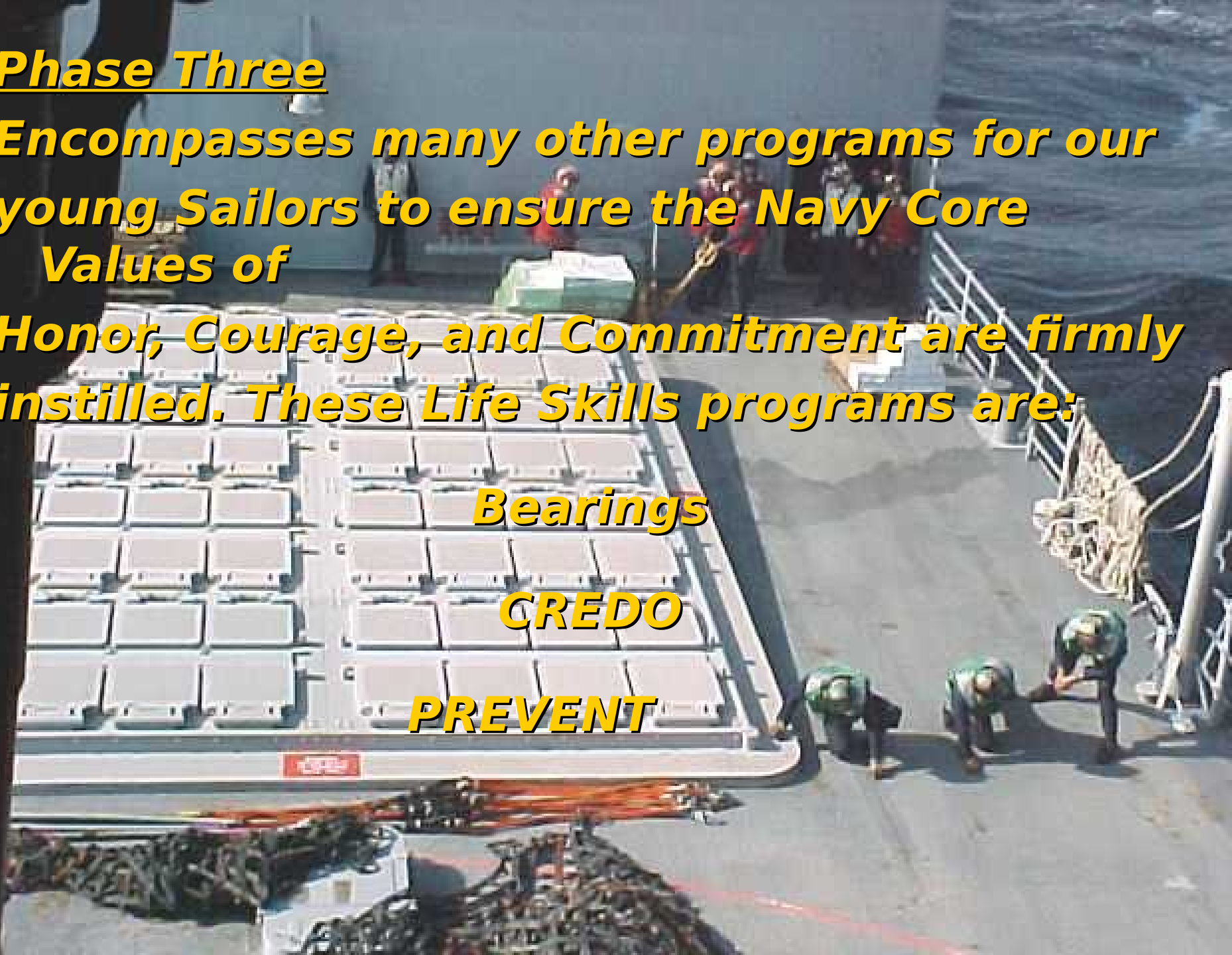
Phase Three

Encompasses many other programs for our young Sailors to ensure the Navy Core Values of Honor, Courage, and Commitment are firmly instilled. These Life Skills programs are:

Bearings

CREDO

PREVENT

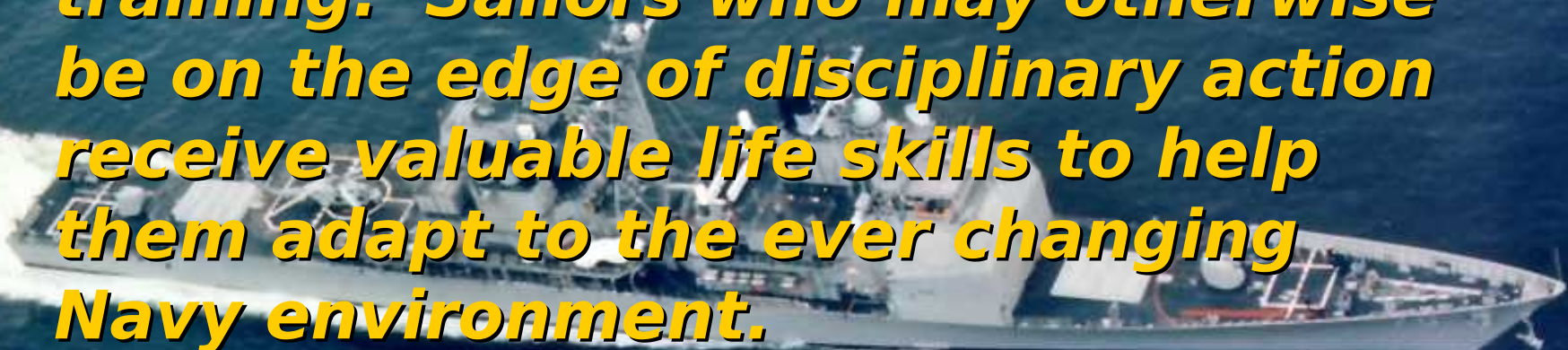


CREDO

- ***Chaplain's Religious Enrichment Development Operation is a 72-hour weekend retreat opportunity for active duty and immediate family members. Through seminars, conversation, reflection, and personal sharing, the Personal Growth Retreat helps participants bring into focus the goals, needs, and resources required to help each of us navigate through life.***

BEARINGS

- ***Bearing Point provides instruction in an atmosphere conducive to training. Sailors who may otherwise be on the edge of disciplinary action receive valuable life skills to help them adapt to the ever changing Navy environment.***



PREVENT

- ***PREVENT is a 24-hour facilitated command prevention course that targets 17-25 year olds***
- ***PREVENT focuses on a variety of behavioral issues, personal responsibility and Navy core values. Included are alcohol and drug abuse, interpersonal responsibility, financial responsibility, health and wellness, life skills such as communication and decision making, and personal responsibility for life-style choices***

***-Phase III also encompasses team
building activities:***

Mountain Climbing

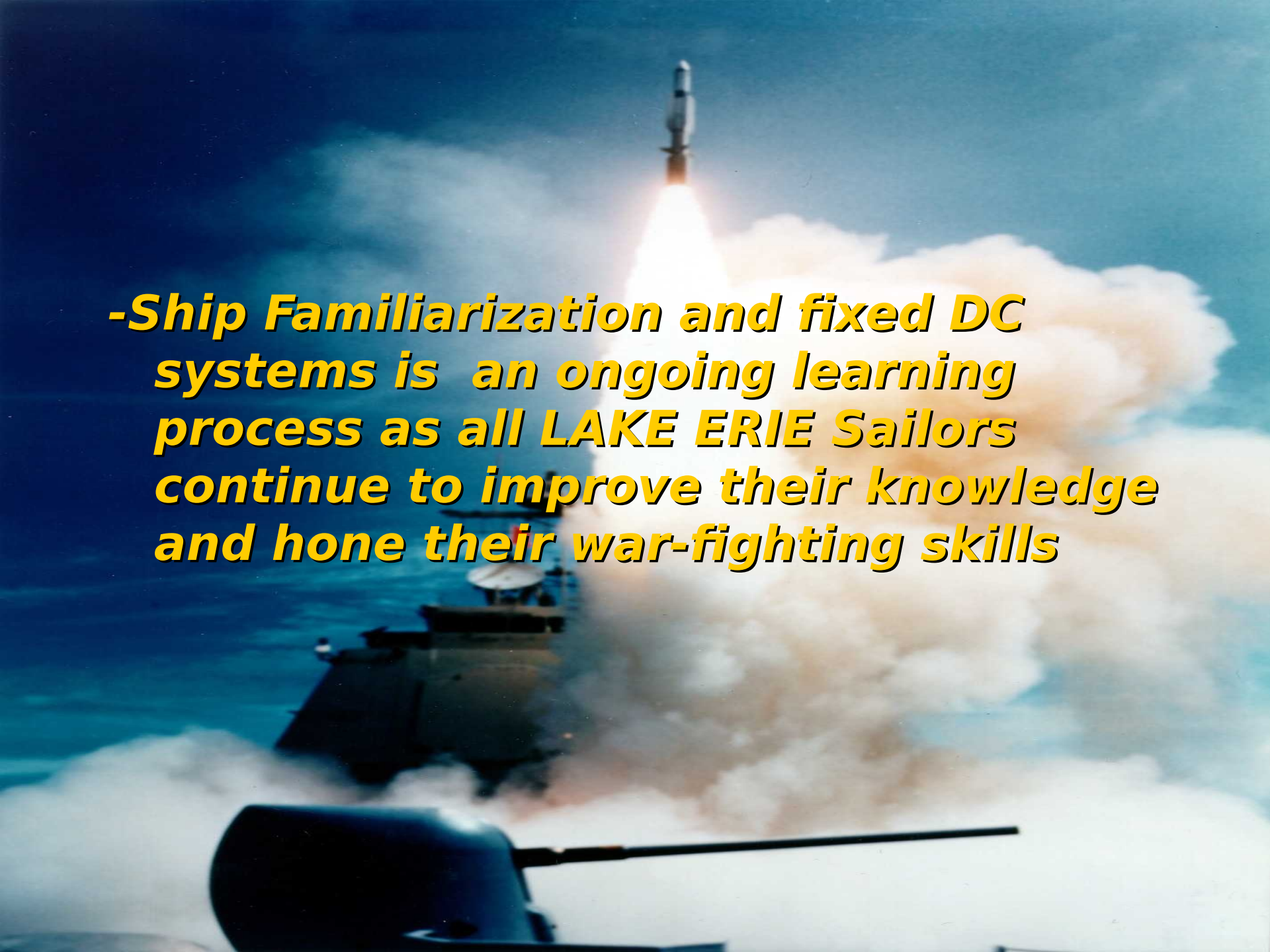
Sailing

Golf

Community Relations Services

Fencing



A photograph of a missile launch from a ship's deck. The missile is ascending vertically, leaving a large, billowing plume of white smoke and fire behind it. The ship's deck and some equipment are visible in the foreground, and the ocean is in the background. The sky is a clear blue.

-Ship Familiarization and fixed DC systems is an ongoing learning process as all LAKE ERIE Sailors continue to improve their knowledge and hone their war-fighting skills

DONT GIVE UP
THE SHIP

